

TELLS HOW TO PICK BOYS TO SUIT JOBS

Dean Schneider Says His System Is Right Nine Times in Ten.

HE JUST WEIGHS UP LAD'S PECULIARITIES

Finds Psychological Tests Are Not Yet of Use, So Relies on Characteristics.

By HENRIETTA RODMAN.
Dean Herman Schneider of the University of Cincinnati, now engaged by New York to develop vocational work in the public schools, spoke last night in the High School of Commerce. He told how to discover in what kind of position a given young man will do the best work.

"Experimental psychology has not developed to a point," said Dean Schneider, "at which it can tell whether a man can fill a given position satisfactorily or not. So we have been thrown back on the old method of trying the man out in a job. After studying hundreds of cases we have found certain characteristics in the men which help us to determine in what type of position a given man will be successful."

"Some men we find are strongly 'mental'; others are distinctly 'manual.' About 80 per cent are both 'mental' and 'manual.' About 20 per cent of all men are definitely 'outdoor' men. Another 20 per cent are 'indoor' men. The rest don't care."

"Some men are of a 'settled' type; others are 'roving.' The latter will change, even to jobs paying less, just for the sake of the change."

"There are men who are 'deliberate,' of course, and others who are 'impulsive.' Some are 'imitative' and others 'original'; some 'directive,' others 'dependent.'"

"There is the man whose mental processes are rapid, and the other man whose processes are slow. He might be a good teacher, but he certainly would not be a good shortstop on a baseball field or a successful locomotive engineer."

"Some men are 'diffuse' and others 'concentrated'; some 'dynamic' and others 'static.'"

"The man who is static, imitative, settled, indoor and dependent might be a first class bookkeeper, perhaps, while the man dynamic, original, outdoor, roving and directive would go crazy in such a job."

"Most men, perhaps all, are directive in some things, and dependent in others; original in some and imitative in others."

"We consider failure as significant as success. If a man fails at one kind of work, he may be successful in work of an opposite type. Shift your inefficient men to jobs of a different kind, we say to employers."

"By following this unscientific but practical outline we have reduced our percentage of failure in three years from 16 to less than 1. Our guarantee of a certain man for a certain job has been successful in more than 90 per cent of the cases we have dealt with in the last four years."

To the question, "Could the public schools discover these characteristics?" Dean Schneider replied, "They might."

Foreign languages and mathematics do not indicate vocational gifts. A Real School Council.

What the United States means to those who are struggling against des-

potic governments, what the Western States mean to the women of the East, that P. S. 165, Brooklyn, means to those who are striving for democracy in the public schools.

The school is run by the pupils and teachers. The principal, Alexander Tichandier, is their inspiration, not their boss.

"I have never given an order since I have been principal of this school," he told me, "unless I was compelled to do so to carry out orders which had been given me."

"If I wanted something done I have presented my idea to the teachers or the pupils, as a suggestion. I am frequently overruled and I always accept the decision of the majority."

The school is a received an order from Fifty-ninth Street and gave certain orders for its execution. The teachers protested at once that there were other and better methods than mine to obtain the required results.

"And their methods were better than mine," exclaimed this extraordinary young man who refuses to dominate his 'subordinates,' refuses to take a position of superiority except when it is forced upon him, and then abandons it immediately to become again the co-worker of the teachers and pupils in his school.

The school council is made up of all the teachers. All school affairs are discussed and voted upon exactly as local matters were dealt with in the New England town meetings.

But one thing the teachers will not do. They refuse to judge one another. That, they feel, is too heavy a responsibility for them to undertake.

It is interesting to note that the pupils in this school wisely and effectively deal, according to Mr. Tichandier, with offences committed by their own numbers. Is it possible that children and convicts are better able to take responsibility than are public school teachers the makers of citizens?

The school council in Public School 165 is probably the best in the city.

"Leave the schools alone," is the appeal being made by the various teachers' organizations to the legislature. No necessity exists for educational legislation, they insist, and they ask that no bills vitally affecting the public schools be enacted into law in advance of general charter revision.

From "The Globe," Feb. 16, 1915.

Do the teachers really think that the schools are as good as they can be, or are they afraid that changes may make them worse?

Is their fear of a small board based on the belief that the present large one is better than any other that Mr. Mitchell could possibly select?

Madame: Regular teachers, receiving the maximum salary, attended to the clerical work of the elementary schools until a few years ago. Skilled workers, even expert accountants, are required to do this work. Its volume is enormous. The responsibility of making out all reports, transfers, etc., falls in many cases entirely upon the clerks.

We are not given even the ordinary recognition of ability and experience accorded to clerks in business offices. We are allowed no increase of salary for efficiency or for years of faithful service.

Principals have repeatedly endorsed our petitions for such increase, but it has never been granted. We are called additional teachers, but we are not treated as the teachers are treated.

Brooklyn Teachers' Association (Friday, 8 p. m., Brooklyn Training School for Teachers, Park Place and Nostrand Avenue).

Dr. William H. Kilpatrick, of Teachers College, Columbia University, will preside. "Initiative" will be the New York Public School Kindergarten Association this afternoon at 4 o'clock. The meeting will be held at Hunter College, Sixty-eighth Street and Park Avenue. All who are interested are invited to attend.

Monsieur Lavelle, of St. Patrick's,

Tenafly Widow's Wedding Bells Drown Out Memorial Chimes



Mrs. Julia Gertrude Lyle, Victor in Fight for \$20,000,000 Estate, Becomes the Bride of Alexander Wenyon Samuels, of London.

Wedding bells drowned out yesterday the famous Tenafly chimes—three on week days and four times on Sundays, by court decree—and Mrs. Julia Gertrude Lyle, who inherited \$20,000,000 from the late John S. Lyle, became the wife of Alexander Wenyon Samuels, of London.

Mrs. Lyle was attended by her sister, Miss Margaret Hannon, of Tenafly. In the wedding party were Louis Wiley, Felix Doubleday, S. Stanwood Menken, James Marwick and Master Winston Samuels.

Later in the day the couple departed for Palm Beach, where they stay will be indefinite. They may settle in London after their honeymoon. When the license was obtained Mr. Samuels said that he was an attorney and lived at 15 Gramercy Park. This address, Mrs. Menken intimated, was only temporary.

Mrs. Lyle's age was given as thirty-eight. Her husband is thirty-one. The couple met at an entertainment given by Mr. Menken since the death of Mr. Lyle.

Mrs. Samuels has been a widow since July, 1912. The period intervening has been full of excitement for the former nurse, who became the bride of her wealthy patient in Yonkers on September 20, 1910. Within a month after the death of Mr. Lyle, who was ninety-four, his will was offered for probate. All of his vast estate, except \$700,000, was left to his wife.

Contestants appeared and kept Mrs. Lyle busy for several months until May 28, 1913, when she won a complete victory. Three days before that she had contracted for the erection of a memorial bell tower and chimes that were to cost \$10,000 and cause her infinitely more litigation than her husband's \$20,000,000 estate.

When the chimes were installed they made their presence known in Tenafly at each quarter hour. Then followed a succession of court proceedings, injunctions, agreements, orders and compromises that availed nothing. Tenafly suffered. Not that it wanted to forget John S. Lyle, its richest citizen, but because the chimes told the same story day after day and night after night. The commuting population got away in the daytime, but couldn't sleep at night.

This state of affairs existed for months. Mrs. Lyle's devotion to the memory of her husband in conflict with Tenafly's right to life, liberty and the pursuit of happiness. Finally Vice-Chancellor Lewis received the case and ended the continual booming of the chimes. Thrice on weekdays and four times on Sundays, he said.

JURY DEFENDS DOG'S BITE Censures Boys Who Invaded Towboat and Teased Animal.

Gyp, a mongrel dog, whose ownership was repudiated by several persons, was upheld nevertheless by a jury in the Supreme Court yesterday as to his legal prerogative to have just one bite before being condemned as a vicious animal.

It was uncontested that Gyp bit Solomon Dubinsky, fourteen years old, on the leg. The assault occurred on a towboat at an East River dock. The boy's father, Max Dubinsky, sued the Moran Towing and Transportation Company, the owner of the boat, for \$10,000 damages.

The company denied ownership of the dog and refused to be responsible for his act. On the other hand, it was brought out that Solomon Dubinsky and other boys were on the boat, where they had no right to be, and that they had been teasing Gyp for some time before he resented their attentions. The jury decided in favor of the defendant company.

MALTBIE'S TURN TO-DAY End of P. S. C. Investigation Not Far Off.

Commissioner Milo R. Maltbie will probably go on the stand before the legislative committee investigating the Public Service Commission late to-day. There remain one or two lines of investigation that William Hayward, company, wishes to take up with Commissioner Williams, and he will return to the stand when the inquiry is resumed this morning. He will be followed by Commissioner Maltbie, who will be the last of the five commissioners placed on the grill.

The specialty of Commissioner Maltbie has been the regulation of lighting corporations, and Mr. Hayward will ask about the delays in some of the rate cases, which has caused considerable complaint. Mr. Maltbie, who opposed the dual contract, may be asked to give his view about them.

I. W. W. DINERS GET \$10 FINES

"Don't Pay" Plan, Tried Second Time, Gets Four Youths Into Trouble.

Waiters, we don't like to trouble you. For we are the I. W. W. And John D. Jones the bill.

"I don't believe in asking. I believe in taking. Next time I am going to a child's restaurant and dine at the expense of John D. Rockefeller."

Thus spoke Benjamin Belmont, a salesman, of 163 Chrystie Street, when he was arraigned in the Essex Market police court yesterday. He and three others—Harry Israel, a shipping clerk; Jacob Greenfield, a clerk, both of whom live in the same house as Belmont; and Harry Grossman, an engraver, who said he had no home—were charged with ordering meals for which they refused to pay. All four are nineteen years old.

Max Hammer, of 124 East Houston Street, was the complainant. He said the quartet had entered his restaurant at noon yesterday and ordered a simple but substantial meal. When their checks were presented they referred the waiter to Mayor Mitchell. Hammer called Patrolman Kaskoff.

"If Mayor Mitchell won't give me a job, let him feed me," Israel told Magistrate Corrigan. He explained that the incident was part of a campaign recently inaugurated by the I. W. W. The magistrate asked him if he hadn't been offered work by the Mayor's committee.

"Yes," he said, "but I won't work for 50 cents a day. That's scab wages."

All four had been arrested before on similar charges. This time the magistrate fined them \$10 each, which they did not pay. Many I. W. W. sympathizers were in court, and the decision brought forth many muffled jeers.

BOY'S THIRD ESCAPE VAIN Swam Icy East River, but Is Caught by Threat to Shoot.

For the third time since October, Anthony Di Marzio, sixteen years old, of 865 East 173rd Street, by means of picking locks with a hairpin escaped Monday from the House of Refuge, on Randall's Island. He swam the East River, but was captured last night by detectives and taken back.

Monday night, after dark, the boy sneaked to the river front. Bundling his clothes in the form of a turban, he tied them around his head with a belt and took the long swim in the icy water, landing at a point somewhere in Harlem.

Detectives Pickett and McGrath noticed the boy last evening at Webster Avenue and 176th Street, The Bronx. Their attention was attracted by his clothes. He fled and did not stop until Pickett threatened to shoot.

STORK BRAVES SUBWAY \$300,000 NEEDED FOR UNEMPLOYED

The stork descended into the subway yesterday. Mrs. Esther Brown, twenty-four years old, of 865 Home Street, The Bronx, was taken ill while she was changing from an express train to a local one.

Her husband, with the aid of a guard, led her through the crowd on the platform to the waiting room in the Grand Central Station, where a matron took charge of her.

A physician arrived a baby girl had been born. The mother and infant were taken to the maternity ward at Bellevue Hospital.

ABUSES AT BLACKWELL'S AS SEEN BY A CONVICT

(Continued from page 1)

cells at the ends of the corridors. Visitors are not allowed to see these men.

"What is needed on the island is publicity. There is no reason why the penitentiary should be shut up from the public. Let the light in on it. At present visitors are not allowed to go into it."

Miss Davis Reads.

Commissioner Davis when shown these statements read them over.

"Yes, we have the bucket system," she said. "I have submitted a plan to take the penitentiary completely off the island because it is unsanitary. It would be impossible to put in plumbing without tearing down the building. I have said so whenever I could."

"It is not true that young boys are placed with the older men. We have made arrangements to segregate them. At present, you must remember, there are about 2,200 more prisoners than the budget provided for last year. There are some 1,600 on the island. In all, there are about 7,200. We have to put some of them on the other islands."

"One of these men says we should have more publicity. I tell all the facts about the island in my speeches. The trouble is that too many people in New York want roving commissions to visit the island and stir up trouble. There are two or three men in New York who are wild to obtain these roving commissions and stir up a mess. I have been very anxious about it. I know the animus that actuates him."

"It seems that about half the people in New York want these roving commissions. Last year two newspapers asked for this permission. But I said not while I was Commissioner."

"I was just about to ask you for an unlimited pass for myself," said the Tribune reporter.

"Well, you'll not get it," she returned, politely but very firmly, and continued: "The recent riots were provoked by newspaper investigations. Why, the prisoners believed that every guard was against them. And even after a year the grand jury, with all the machinery of the District Attorney's office at its command, did not turn down a single indictment. The evidence that would warrant a removal of any officer on the island. I asked for any evidence in that direction. It was not forthcoming. And you know evidence warranting an indictment and warranting removal are two very different things."

"Yes, after that all the prisoners believed the guards and keepers had been indicted. Prisoners said to me, 'They are not any better than we are. They have been indicted. It's all been in the newspapers.'"

Miss Davis went on to say, that, as every one knew, there were always rumors in prisons, and that prisoners would complain. She told a story of how one man insisted on seeing her, and reported that a rat had been found in another man's soup. She investigated, she said, and could never find out that there was any truth in the statement. The warden told her, she added, that he had heard the same thing twenty-five years before.

"Preposterous Stories."

"Why, the men told me such preposterous stories," she continued. "Well, it may be true that once thirty men were examined in forty-five minutes. We are soon to have an additional doctor on the island. The allegation about the baker is untrue. It's preposterous. It is possible for a diseased man to get past the doctor. We have had blood tests over continued periods. But if he had open wounds, it would be impossible for him to bake bread. We wouldn't allow it. And so far as some men's refusing bread, well,

"O I was a thriving merchant, my customers came with cash; For I paid the papers to praise my truck and I tricked my trade with trash. I sold them socks that were seconds (but advertised as 'the best'); I carried Connecticut kellys, but I labelled 'em 'Buda Pest.'"

—From The Conning Tower.

Adams at it again!

Next Friday, February 19th

Another interesting little hat story which explains to some extent how the game of making the ginks give up is worked.

Next Tuesday, February 23rd

An account of a peaceful purchase and its warlike finish—how a customer wanted to be shoed and got booted. Cortlandt Street travellers will be particularly interested.

Order From Your Newsdealer To-Day

The Tribune

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KAFFEE HAG

Caffeine-free Kaffee HAG versus Ordinary Coffee

Great continental savants, like Virchow, Hueppe, Lehmen, Eyleburg, von Leyden, Mendel, Fraenzel, as well as physiologists, doctors and food experts of our own country as Prof. Robinson, Dr. Wiley, Dr. Woods Hutchinson, Prof. Allyn, Mr. Alfred McCann and Dr. Goudiss have bestowed much attention on coffee and have recognized it as the cause of many cases of chronic caffeine poisoning. Prof. Hueppe designates the symptoms as palpitations, tremor, fear, exultations, headaches, dizziness and insomnia. Other scientists say that coffee drinking can be the cause of heart trouble, palpitations, dilatation of the heart and disease of the arteries (arteriosclerosis).

It therefore seems desirable to remove all injurious and poisonous substances from coffee without impairing the flavor and aroma of this popular beverage. This has been successfully accomplished in Kaffee HAG.

All of the Delights—None of the Regrets

25 cents the package—in the bean only—all dealers

Kaffee Hag Corporation
225 Fifth Avenue, New York



ready been opened for men, and the Committee on Unemployment among Women, of which Mrs. James Speyer is chairman, has four workrooms for women.

The committee has raised among its own members and a few outside contributors \$140,000. Mr. Gary announces that \$300,000 is needed immediately, as there are thousands eager for the relief offered, and hundreds are turned away daily. Henry P. Davidson, of J. P. Morgan & Co., 23 Wall Street, is treasurer.

In the workrooms now operated 1,072 men and 700 women are engaged from 10 o'clock to 3 and are receiving 50

and 60 cents a day and their needy meal. The hours make it possible for the workers to seek regular employment. Women are making clothing for themselves and children, while the men roll bandages for hospitals and repair shoes and clothing.

Through the Children's Aid Society buildings have been obtained for the use of the women at Hester and Elm Streets, the Tompkins Square, 101 Street between Prince and Houston Streets and in East Broadway. Men find emergency employment at a building of the Department of Docks and Ferries, 2nd Avenue and West Fifty-seventh Street. The lower East Side, The Bronx, Harlem and Brooklyn all have their emergency workshops.

I can't see from the quantity of bread consumed on the island that any one refuses it.

"Now, to get down to the mentality of the guards. I think the guards, as a whole, are as good mentally as the police. The latest twenty-five of thirty men we have taken on have come from the Catskill police. They are of average intelligence."

The Commissioner did not agree that men trained in old style prison methods necessarily "hated" reformers.

"So far as tuberculosis is concerned, I don't see that a man would necessarily have to contract it, unless he were in a cell with a tubercular man," she said. "You know, we are doubling up on the island now. The city turns all these men over to me, and I can't refuse them. We are sending tubercular patients up to the hospital on Hart's Island. Tobacco juice stains the cell walls, and they are seldom washed out. Well, if they are not it is the men's fault. They have plenty of time in their cells to wash them out."

Coming to the allegation that "a more material influence" might affect changes in jobs, the Commissioner remarked that she had discharged two guards last year on such evidence.

No Dark Cells, Says Commissioner.

"Old-timers say the island is worse now than it has ever been. Well, I think it is for the prisoners," she said. "I think we have pretty well knocked out the dope trade. 'Spying is stricter than ever—I hope it is. The stoolpigeon system has spread to an astonishing degree.' I don't know anything about that. So far as this man Marshall is concerned, he should be under 'careful surveillance,' if he's the man I think he is. He was in the riots, and he's a dangerous man."

Miss Davis laughed about the "coolers." She said prisoners were always talking about "coolers" and "dungeons," when, as a matter of fact, there were no dark cells on the island, the "coolers" being simply tiny four ordinary cells, walled off, in a separate part of the building.

"Yes, it's true we are short on underwear," she said. "We are living a

hand-to-mouth existence, and we haven't got the money."

She ran hurriedly over a few paragraphs, commenting on them, and then, coming to the statement that visitors bring in dope, she said:

"Yes, the riots were provoked by the fact that we discovered letters going out telling these visitors how to bring in dope. No less than forty-seven letters were discovered in the possession of a horse. The prisoners got mad with the guard who found this out and began to sling plates at him in the new hall."

"I suppose there was criticism of the organ," she continued. "There always is criticism of anything by some proportion of any population. It didn't play for five weeks! Well, maybe the motor was broken. Covering up things from visitors! What is there to cover up?"

Once Miss Davis Threatened to Quit.

The Commissioner was in a hurry to keep an engagement in Englewood, and she could not dissect the statement made by the outside observer who visited the island. When her attention was called to his statement about the underwear she said:

"Well, I would have to go into this thoroughly to explain it. I haven't got time now. The statement as it stands is ludicrous. We can't get material. We can't do any work until we get orders for it. I know the men work enough, but we haven't work to give them. It's a difficult task to provide work for 1,600 men. The whole statement is so ignorant it's funny. I would have to go into it to explain the facts."

As she said goodbye Miss Davis said that she thought she knew the source of the statements. She said earlier in her talk that the New York Prison Commission had investigators who were privileged to go and talk to prisoners and that some religious and charitable bodies were also permitted to visit the island unhampered. She added that she couldn't have everything going over there as they wished, because "it prejudiced the discipline." She said she told the Mayor at one time if a certain pass was obtained over her protest she would resign.

I am a Traveling Man

with a wife and little family that I see once a week.

Since the inauguration of the Western Union Day Letter and Night Letter service my wife and I have exchanged Night Letters regularly. My wife says these daily notes keep her from being lonesome. I am assured daily that everything is O. K. at home.

THE WESTERN UNION TELEGRAPH CO.